# **Personal data**

**Name:**  Dragan

**Surname:** Gocevski

**Date and Place of birth:** 21 May 1983 Banja Luka, Bosnia and Herzegovina;

**Marital status:** married;

**Nationality:** Macedonian;

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**Home address:** Fevruarski pohod 10-62, 1000 Skopje;

Republic of North Macedonia.

**Work address:** Iustinianus Primus Faculty of law Skopje, Ss Cyril and Methodius University, street Goce Delchev 9b, 1000 Skopje, Republic of North Macedonia.

## **Education**

**Diploma:** PhD. Professor Doctorate in Political Sciences, Doctoral dissertation on: “Effectiveness of Administrative Organizations”;

**From to:** Since: June 27th 2011 –October 31st 2012;

**Institution:** Faculty of Law “Iustinianus Primus”, “Ss. Cyril and Methodius” University, Skopje;

**Diploma M. Sci.:** M. Sci. Master of Science, Topic “E-Government”,

**From to:** November 2006 -November 11th 2009;

Department in Administrative Law;

**Institution:** Faculty of Law “Iustinianus Primus”, “Ss. Cyril and Methodius” University, Skopje;

**Diploma:** BA in Political Science;

**From to:** October 2002 - November 2006;

Department of Political Science;

**Institution:** Faculty of Law “Iustinianus Primus”, “Ss. Cyril and Methodius” University, Skopje.

## **Languages**

**Mother tongue:**  Macedonian, Serbian/Croatian

**Other languages:**  English

**-**Writing (advanced)

**-**Reading (advanced)

**-**Speaking (advanced)

## **Working experience**

**Relevant working engagements:**

Legal consultant/local expert, for Center for Change Management on the project “Bringing Change – Good governance and effectiveness in public administration” financed the UK Government – British Embassy Skopje, period March 2019 – September 2019.

Legal consultant/local expert, for the International Republican Institute (IRI) Skopje, Written report from the conducted analysis of the regulations and the Government sessions’ agendas. Period of consultancy: 11.12.2018-28.2.2019. Presented before the cabinet of the Secretary General of the Government of North Macedonia 1.3.2019. Presented before the Government of North Macedonia, 16.4.2019.

Participant in a National project „Supporting the Public Administration Reform Process“. Focus group **moderator**, and **legal consultant** in preparation of Regulatory Impact Assessment.

-**Focus group held in H. Skardus**, Tetovo. July 29-Agust 1. Organized by the Center for Change Management in Collaboration with the Ministry of Information Society and Administration. Representatives from: Ministry of Information Society and Administration, Agency for Administration, State Administrative Inspectorate. Moderators: Neda Maleska Sacmaroska, Dragan Gocevski.

-**Regulatory Impact Assessment, Report** (collaboration with mr. Jugoslav Georgievski). September 2018.

Lead consultant in a national research project „Supporting the Public Administration Reform Process“, Organized by the Center for Change Management, Jan.-March 2018;

Secretary at Council of Doctoral Studies in Political Science, at the Iustinianus Primus Faculty of Law in Skopje, since 30.11.2017;

Elected Associate Professor at the Department of Administrative Law and Public Administration, by Decision of the Academic Board at the Faculty of Law “Iustinianus Primus” in Skopje, November 27th 2017;

Deputy Member of the Election Board 2711, Municipality Aerodrom, Appointed by Decision of the State Election Commission of the Republic of Macedonia, for the Local elections 15.10.2017;

Member of the Advisory Board of “Alsat 360”, August 2017 – September 2019. September 2019 -;

Participant in the national research project: „Monitoring Administrative Justice“, Organized by „Center for Change Management“, Supported by the British Embasy Skopje, 2016-2017;

Lead coordinator in the project: “Day After – Building Social Cohesion From the Ground Up”, organized by FES Skopje, 2016;

Legal consultant in the project: “A study to Finance, Build & Operate a Wastewater Treatment Plant for the Capital City Skopje – Republic of Macedonia”, by BAR-ECE, EGIS Eau, Facep Financing-France 2014-2016; Published: N.MKD 141 267W, March 2016

Researcher in a scientific project by the Ss Cyril and Methodius University in Skopje, "Capacity Building of the Administrative Judiciary in the Republic of Macedonia, Facing Challenges of Achieving European Standards" 2015;

Local expert, Monitoring corruption in Macedonia, June 2013 – June 2014, Organized by Transparency Macedonia and FOSM;

Secretary of the Ad hoc Commission of inquiry for the events in the National Assembly of the Republic of Macedonia on December 24th 2012, Constituted by Act of the President of the Republic of Macedonia on June 14th 2013 (June 14 - August 26, 2013):

Elected Assistant Professor at the Department of Administrative Law and Public Administration (Public Administration), by Decision of the Academic Board at the Faculty of Law “Iustinianus Primus” in Skopje, February 26th 2013 till November 27th 2017;

Reviewer for the expert magazine: “Hrvatska Javna Uprava” since November 2012;

Member of an Expert team for public law aspects of civil law (2011-2016).Participant with a thesis, on the first international scientific conference organized by the Macedonian Academy of Arts and Sciences, and the Government Commission for the Development of a Civic Code, „Principle Issues regarding the Codification of Macedonian Civil Law“, MAAS 12.1.2012.

Project coordinator for the Faculty of Law " Free Access to Information of Public Character", organized by the Faculty of Law “Iustinianus Primus” at Ss Cyril and Methodius University in Skopje, Association of Citizens Youth Educational Center and Foundation Open Society Institute Macedonia (April-December 2010);

Elected Teaching Assistant at the Department of Administrative Law and Public Administration, by Decision of the Academic Board at the Faculty of Law “Iustinianus Primus” in Skopje, April 26th 2010, till February 26th 2013;

Project member, “Legal Aspects of concessions in healthcare in Slovenia and Macedonia”, organized by Faculty of Law at the University of Maribor-Slovenia and the Faculty of Law “Iustinianus Primus” at the SsCiryl and Methodius University in Skopje (2010-2012);

Artistic, Graphic and technical editing, textbook: “(Pravo I javnozdravstvo) Law and Public Health”, Faculty of law “Iustinianus Primus” Skopje, 2009;

Artistic, Graphic and technical editing, textbook: “(Upravnidogovori) Administrative Contracts”, Faculty of law “Iustinianus Primus” Skopje, 2009;

Board member, “Skopje Metropolis”, Project, organized by the Skopje City Council – Culture Commission (November 4th2008–January 20th 2009);

Collaborate in the preparation of a collection of documents “Documents of the Republic of Macedonia, 1990-2005”, Faculty of law “Iustinianus Primus” Skopje, 2008;

Artistic, Graphic and technical editing, textbook: “(Javna administracija) Public Administration”, Faculty of law “Iustinianus Primus” Skopje, 2008;

Elected Junior Teaching Assistant at the Department of Public Administration, by Decision of the Academic Board at the Faculty of Law “Iustinianus Primus” in Skopje, april 28th 2008;

Artistic, Graphic and technical editing, textbook: “(Administrativno pravo) Administrative Law”, Faculty of law “Iutininianus Primus” Skopje, 2007;

Technical Project assistant, “Good Governance capacity of the judicial system in the Republic of Macedonia, regarding contemporary reforms”, Foundation Open Society Institute Macedonia, Skopje (January 2007– April 2008);

Elected Teaching assistant at the Department of Administrative law, by Decision of the Academic Board at the Faculty of Law “Iustinianus Primus” in Skopje (since February 2007);

Project assistant, “Institutional Capacity Building For The Ministry Of Justice of the Republic of Macedonia”, USAID Skopje(2006);

Elected Teaching assistant at the Department of Public Administration, at the Faculty of Law “Iustinianus Primus” in Skopje (since March 2006 - April 2008).

Advisor at the Agency for foreign investments of Republic of Macedonia

(May–September 2005);

Graphic designer and print master, student ID cards at the Law Faculty “Iustinianus Primus”, Skopje (2005/2006);

System administrator at the office of European Credit Transfer System at the Faculty of Law “Iustinianus Primus”, Skopje (October 2005 – February 2007);

Graphic designer – annual bulletin, intern program Institute for Democracy Solidarity and Civil Society (IDSCS)(August – September 2004);

**Voluntary engagements:**

Helsinki Committee for Human Rights Skopje (member and president of supervisory board, 2018-)

Blueprint Initiative (2016)

Health Education Research Association – HERA Skopje (2015-)

Transparency Macedonia – TM Skopje (2013-)

Macedonian Forum for Political Scientists - MPF, Skopje, Republic of Macedonia (2000-2005);

Macedonian model United Nations – MMUN, Skopje Republic of Macedonia(2000-2002).

**Internships:**

Internship at the General Secretariat of the Government of Republic of Macedonia, Skopje Republic of Macedonia (May 15 - 25 2005);

Internship in IDSCS - Institute for Democracy Solidarity and Civil Society,Skopje Repblic of Macedonia (2004).

**Trainings:**

Trainer at a training seminar: “Advocacy and Lobbying”, on the topics: “Lobbying and Lobbying in North Macedonia – Legal Framework”, Organized by CED Florozon , under the project “Strengthening the Impact of the Civil Society in Effective Justice Sector Reforms”, Ohrid 8-10.10.2019;

Trainer at workshop: “Strategic Planning of the Ministry of Education and Science”, organized within the project “Bringing Change – Good Governance and Public Administration Effectiveness” financed by the UK Government, supported by the British Embassy in Skopje, implemented by The Center for Change Management, and Ministry of Education and Science of North Macedonia. July 5th, 2019, H. Solun Skopje;

Trainer at workshop: “Strengthening Communication and Coordination between CSOs and the Macedonian Parliament”, on the topic “The Monitoring Tool: Qualitative Data Analysis”, organized by CESS, 6.12.2018, Parliamentary Institute, Assembly of the Republic of Macedonia, Skopje;

Trainer at workshop: “Strengthening Communication and Coordination between CSOs and the Macedonian Parliament”, on the topic “The Monitoring Tool: Processing Data”, organized by CESS, 17-19.9.2018, Parliamentary Institute, Assembly of the Republic of Macedonia, Skopje;

Trainer at workshops: ‘Directions Regarding the Type of Materials Submitted for Review to the Government of the Republic of Macedonia’, organized by the Government of the Republic of Macedonia and IRI, Club of State Bodies of Administration, Skopje, 14.6.2018, 12.7.2018, 26.7.2018 and 20.9.2018;

Trainer at workshop: ‘Active Citizens for Better Public Services’, on the topic: ‘Legal Grounds for Public Services and Types of Public Services’ and on the topic: ‘Innovative European Practices for Digitizing Public Services’ organized by the Center for Change Management and Association ZENIT, within the framework of the Project ‘Network of Civil Society Organizations for Improving Public Services’, financed by the EU, 19.6.2018, Hotel Holiday In, Skopje;

Trainer at workshop: “Defining And Improving Communication and Coordination Lines between CSOs and the Macedonian Parliament“ within the project: “Strengthening Assessment and Monitoring Capacities: Linking Civil Society Organizations and Parliament in Macedonia (SAMCA)”, on the topic: “The Monitoring Tool: Designing, Structuring and Conducting Qualitative and Quantitative Research” and “The Monitoring Tool: Processing the First Data”, organized by Center for European Security Studies (CESS), 4-6 June 2018, Skopje, Macedonia, Parliamentary Institute, Assembly of the Republic of Macedonia;

Trainer at workshop: „Youth in Trade Unions“ organized by the Youth Section of the Trade Union Alliance, Friedrich Ebert Stiftung – Skopje, H. Metropol, Ohrid, 29-31.5.2018;

Trainer at workshop for persons with diabetes, organized by “Association for Persons With Diabetes BUV”, Hotel Gardenia Veles, 16-17.12.2016;

Trainer at a Webbinar: “Deconstructing Public Interest – Public Interest in Macedonia and the EU”, organized by the Institute for Communication Studies, 18.9.2015 г.;

Trainer at a workshop, within the project “Together in Europe: Education – Vocational Training – Career Advisory – Job Perspectives”, on the topic: “Is there a link between the educational system and the labor market in Macedonia?”. 12-13 June 2015, organized by Freidrich Ebert Stiftung Foudndation Skopje, H. Grand Plaza, Skopje;

Trainer/moderator at a series of workshops: “New Labour and Social Policies” April -2015, H. Srna, Mavrovo 2015; H. Sirius, Strumica May 2015;

Trainer: “Liberalization and Privatization of Public Enterprises and Devlepoing an Acting Strategy for SUTKOZ Republic of Macedonia”, organized by Freidrich Ebert Stiftung Foudndation Macedonia and SUTKOZ, 7-9.11.2014, H. Riviera, Ohrid, Macedonia;

Trainer at the Winter School: »Efektivnost upravnih organizacija - efikasnost poreskih upravnih organizacija«, City Hotel-Maribor, organized by Faculty of Law at the University of Maribor, supported by the European Comission, 9-12 February 2013;

Trainer, at: “Governing in the Public Sector”, exercise on the topic „Status of Civil Servants, Organization of Public Institutions and Public Enterprises“, organized by CRPM and Swiss Agency for Development and Cooperation SDC, Iustinianus Primus Faculty of Law Skopje, 27.3.2012;

Tailor Made Training managing European projects in Higher Education, organized by GIZ, Mavrovo 22-25 November 2011;

Trainer, Public Servants training “Parliamentary Democracy”, organized by Westminister Foundation for Democracy, 22-24 Oct. Ohrid, 2009 within international scientific project: „Parliamentary strengthening project”, Westminster Foundation for Democracy, University of Essex, House of Commons UK, in the period 2009 - 2011;

Assistant Trainer – Simulation, Application for EU membership by countries from Balkan region – Law Faculty (2004);

**Textbooks:**

Textbook for Master students of Administrative Law and Public Administration: Theory of Governance Systems, Co-author: Davikovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D., Iustinanus Primus Faculty of Law Skopje, Skopje 2013;

Public Corporations, co-authored reader: Davitkovski B., Pavlovska-Daneva A., Gocevski D., Iustinianus Primus Faculty of Law, Skopje, 2014;

**Monographs:**

Personal Monography: “Good Governance capacity of the judicial system in the Republic of Macedonia, regarding contemporary reforms” part of a publication by the Foundation Open Society Institute Macedonia "Potential for Good Governance in Macedonia", project members/ coauthors :Pavlovska-Daneva A., Lazetic-Buzarovska G., Kamilovska-Zorovska T., Stankovic S., Gocevski D. (2008)

Personal Monography: „Introduction in the workings of the Assembly of the Republic of Macedonia“, publication by Westminister Foundation for Democracy, Presova D., Gocevski D., Damjanovski I., Markovic N., November 2010;

Participated in Monography: “Iustinianus Primus Faculty of Law Vol. III: 2005-2011 (published in Macedonian)”, Published by Iusinianus Primus Faculty of Law Skopje, 2013;

Monography (policy paper): “Spoils System and Conflict of Interests in the Public Administration, State, legal framework for prevention and effectiveness of the model”, published by the Institute for Democracy, IPA CIVIL SOCIETY FACILITY (CSF) Programme 2012-2013 financed by the EU. Published also in Macedonian (Судир на интереси во јавната администрација, состојба, правна рамка за превенција и ефективност на моделот) and Albanian (Spoills Sistemi Dhe Konflikti i Interesave Në Administratan Publike, gjedja, korniza juridike dhe efektiviteti i modelit);

“*Deconstructing the Concept of Public Interest in the Republic of Macedonia (AB)Use in the Name of Citizens*”, Gocevski D., Ilievska F., (ed) Trajkovska Z., Georgievski B. (Published in Macedonian and English), ResPublica, Institute for Communication Studies School of Journalism and Public Relations, 2015, Supported by British Embassy Skopje;

"*Capacity Building of the Administrative Judiciary in the Republic of Macedonia, Facing Challenges of Achieving European Standards*", Borche Davitkovski, Ana Pavlovska-Daneva, Ivana Shumanovska-Spasovska, Elena Davitkovska, Dragan Gocevski, Iustinianus Primus Faculty of Law Skopje, 2015;

„*How Large and What kind of Public Sector do we Have, an Analysis of the Characteristics of the Public Sector in the Republic of Macedonia*“, Gocevski D., Maleska-Sachmaroska N., (ed) Veljanovska G. Publisher: Center for Change Management, published within the framework of the project “Monitoring Administrative Justice”, supported by the British Embassy Skopje, January 2017; Avaliable at: <http://www.cup.org.mk/publications/Kolkav_i_kakov_javen_sektor_imame_MK.pdf>

„*Attitudes and Perceptions of Public Administration*“, Maleska Sachmaroska N., Gocevski D., (ed.) Veljanovska Trajanovska G., Publication within the project Monitoring Administrative Justice, Center for Change Management, Supported by the British Embassy Skopje, June, November 2017; Available at: <http://www.cup.org.mk/publications/Percepcii%20i%20stavovi%20za%20javnata%20administracija.pdf>

„*Citizen and Public Sector Employee Protection in Administrative Matters* Report on the Working of Second Instance Authorities and Judicial Courts” Gocevski D., Publication within the project Monitoring Administrative Justice, Center for Change Management, Funded by the UK Government, Skopje, November 2017. (Published in Macedonian, English and Albanian) Available at: <http://www.cup.org.mk/publications/Zastita-na-gragjanite_MAK_za%20pechat.pdf>

„*Analysis of Appointed and Elected Officials*“ Gocevski D., Maleska Sachmaroska N., monitoring report under the project “Monitoring Administrative Justice”, Center for Change Management, funded by the UK Government, Skopje, March 2018; <https://cup.org.mk/publications/Imenuvani%20i%20izbrani_za%20web_02.pdf>

„*Legislation Harmonization in Public Administration and Public Services*“ Lazovska T., Tosanova N., Gocevski D., monitoring report under the project “Monitoring Administrative Justice”, Center for Change Management, funded by the UK Government, Skopje, March 2018; <https://cup.org.mk/publications/Pravna%20usoglasenost_web.pdf>

Gocevski D. “*Instructions Regarding the Type of Materials Submitted for Review to the Government of the Republic of Macedonia. Managing Bodies, Supervisory Bodies and Executive Bodies in Public Enterprises Established by the Government of the Republic of Macedonia and State Owned Enterprises*”, General Secretariat of the Government of the Republic of Macedonia (supported by IRI), May 2018, Skopje.

Shikova N., Gocevski D. “Analysis of Modalities to Establish an Academy for Professional Education of Administrative Servants” ed. Iskra Belcheva-Ristovska, Association for Development Center for Change Management. Supported by: Ministry for Information Society and Administration, British Embassy Skopje – UK Government, May 2018 Available at: <http://mioa.gov.mk/sites/default/files/pbl_files/documents/Analiza%20za%20akademija%20za%20strucno%20usovrsuvanje_09.pdf> ;

Gocevski D. “*Report: Analysis of Legal Grounds for Decision-making of the Government of Republic of North Macedonia*” IRI. Supported by USAID. February 2019;

Ristovski K., Markovikj N., Gocevski D. *“Independent Reporting Mechanism (IRM): Republic of Macedonia End-of-Term Report 2016-2018”*, Open Government Partnership and CED Florozon, 22.11.2019, available at <https://www.opengovpartnership.org/wp-content/uploads/2019/11/Macedonia_End-of-Term_Report_2016-2018_EN.pdf>

**Papers:**

“Goal of the UN, life in a world of larger freedom”-published in the annual anthology, at the Faculty of Law “Iustinianus Primus”-Skopje, may 2006 pp. 862-876;

„E-government: application and benefits of ICT’s in administrative procedure in the Republic of Macedonia “, Kopaonik school of natural law, No.11 Vol 3, 2009pp. 53-67;

„Public sector performance: administrative procedure efficiency in the Republic of Macedonia, affects of ICT’s in administrative procedure”,EurodialogVol. XII, 2009 pp. 87-102 (available at: http://evrodijalog.eu/pdf/ED12/ED12[87-102].pdf);

„Prospects of the NGO sector in the Performance of Public Services in the Republic of Macedonia“, Collected Papers of Zagreb Law Faculty, Davitkovski B., Pavlovska-Daneva A., Gocevski D., Pravni fakultet u Zagrebu, Godina 61 – Broj 2, Zagreb 2011 pp. 347-364 (available at: http://hrcak.srce.hr/index.php?show=clanak&id\_clanak\_jezik=99938);

“Redefining the Misdemeanor – Need or Necessity”, Davitkovski B., Gocevski D., Business Law Edition For The Theory And Practice Of Law, Year XII, No.24 Skopje, May 2011, pp.189-210;

“E-government in the Republic of Macedonia (2009-2011)”, Published papers from the International Scientific Conference “Contemporary Administrative Law: Trends, Innovations, Reforms 24-26 June, 2011 Ohrid”, Published by the Iustinianus Primus Faculty of Law in Skopje, 2011, pp. 193-210;

“Administrative Infractions as a Legal Ground for (quasi) Environmental Protection”, Davitkovski B., Gocevski D., Collection of papers, International Scientific Conference “Ecology and Law”, Faculty of Law University of Nis, Nis 2011 pp. 445-464;

„Privatization of public health organizations in the Republic of Macedonia“, Final Project Reform “Legal Aspects of Concessions in Health in Slovenia and Macedonia”, Faculty of Law “Iustinianus Primus”-Skopje,Skopje 2011, pp. 39-62;

“Legal Mechanisms for Protection / Non Protection Against Mobbing in the Public Sector in Macedonia”, Davitkovski B., Gocevski D., Pravni život, Časopis za pravnu teoriju i praksu, Udruženje pravnika Srbije, br. 10 tom II 2011, Beograd pp.171-182;

“Misdemeanor – A Basis for (Not) Protecting the Environment”, Davitkovski B., Gocevski D., Facta Universitatis, Series: Law and Politics Vol. 9 No 1, 2011, pp 1-18;

„Redefining the Misdemeanour – Necessity or Need“, Davitkovski B., Gocevski D., Macedonian Journal of Criminal Law and Criminology, Year 17, No.1-2, 2010 pp. 29-44;

“Aspects of Government Organizations Effectiveness”, Davitkovski B., Davitkovska E., Gocevski D., Paper Review – Faculty of Law in Pristina (With a temporary HQ in Mitrovica). Kosovo Mitrovica 2012, pp.191-202;

“How Reform Dynamics Affect Reform Effectiveness in the Republic of Macedonia”, Davitkovski B., Gocevski D., Davitkovska E., Journal of papers “Legal Systems Principles and Values-Normative and Practice”, 2012, Faculty of Law at the University of Sarajevo – Eastern Sarajevo, Pale, pp. 343-369;

“Development of e-government in the Republic of Macedonia 2009-2012”, DavitkovskiB., Davitkovska E., Gocevski D., Pravna riječ –Republic of Srpska Associations of Lawyers Legal Theory and Practice Journal, No.31/2012 year. IX (ISSN: 1840-0272), Banja Luka 2012, pp. 437-456;

„Relations Between Administrative (Public) Law and Civil (Private) Law vs Civil Code“ Davitkovski B., Davitkovska E., Gocevski D. Paper Almanac from International Scientific Conference: „Хармонизација грађанског права у региону“, East Sarajevo University, Faculty of Law, 2013 (pp.193-204);

“Administrative Law Institutes as Segments of the Civil Law Code”, Davitkovski B., Davitkovska E., Gocevski D., Proceedings in Honour of TodorPelivanov, pp.59-70;

“Civil Servant Status According to Contemporary Legislation in Macedonia”, Davitkovski B., Davitkovska E., Gocevski D., Pravni život, Časopis za pravnu teoriju i praksu, Udruženje pravnika Srbije, br. 10 tom II, 2012, Beograd pp.275-284;

“Administrative vs State and Public Servant”, Davitkovski B., Davitkovska E., Gocevski D., Isutinianus Primus Faculty of Law Annyury, In Honor of 35 years of Journalism Studies at the Faculty of Law, Skopje 2008-2010, Vol. 44-46, ISSN 0583-5062, pp. 49-60;

“Effectiveness of Administrative Organizations” Davitkovski B., Gocevski D., Annuary of the Iustinianus Primus Faculty of Law in Skopje, in Honor of 18 years since the founding of studies for Political Science, Vol. 47-48, ISSN 0583-5062, 2013, pp. 205-216;

“Evaluating organizational effectiveness”, Davitkovska E., Gocevski D., Hrvatska Javna uprava (in print)

“Legal status and role of a governmentAgency in promoting religious tolerance and colaboration”, Davitkovski B., Gocevski D., Publications from the, III World Conference on Dialogue between civilizations Freedom and Dignity – Fundamental Values in Inter-Human, Inter-Religious and Inter-Cultural Relations(10-12 May 2013 – Holliday In, Skopje, Republic of Macedonia) In print;

“Legal status and role of the commission for relations between confessional groups in the republic of macedonia”, Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D., “Journal of Papers 1700 years of the Milan Edict”, University in Nish Faculty of Law, Niš 2013, pp. 23-34;

“Frequent legal ammendments, preconditions for succes/failor of public administration reforms”, Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D., Published papers from the 21st NISPAcee Annual Conference, Regionalisation and Inter-Regional Cooperation, Belgrade, Serbia, May 16-18, 2013 – Published Online;

„Public Administration Basis for reform/non-reforming in the Republic of Macedonia“,Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D., “ВЕСНИК”, A Journal of Theory and Practice of social and humanist sciences, Belgrade Business School Higher Education Institution For Applied Studies, no. 1, 2013, pp. 33-45;

“Reform Fatigue, How Public Administration Reforms Hinder Social Changes“ Davitkovski B., Davitkovska E., Gocevski D., to be published within the Conference: “Lost in transition – citizens‘ engagement with transitional changes in Western Balkan societies”, Centre for Empirical Cultural Studies of South – East Europe (Srbia), Institute for Democracy “Societas Civillis“Skopje (Macedonia), Social Research Kosova (Kosovo) and Centre for Social Science of the Iustinianus Primus Faculty of Law, Ss Cyril and Methodius University, Skopje, 6-7 July 2013;

“E3 (efficiency, economics, effectiveness)” Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D. Paper almanac from the fourth Skopje-Zagreb legal colloquium, Published by the Iustinianus Primus Faculty of Law in Skopje, august 2013, pp. 9-26;

“Утицај ЕУ интеграција на самостојност – зависност домаће легислативе (посебан осврт на управно право)“, Davitkovski B., Gocevski D., Davitkovska E., Paper Almanach from the International Scientific Conference „ВЛАДАВИНА ПРАВА И ПРАВНА ДРЖАВА У РЕГИОНУ“ Faculty of Law, University of East Sarajevo-Pale October 26th 2013, pp. 200-2012;

“Institutional framework for public services in the Republic of Macedonia”, Gocevski D., Paper Almanac from the International Scientific Symposium in Administrative Law, organized by Iustinianus Primus Faculty of Law at the Ss. Cyril and Methodius University and the Faculty of Law at the University in Kaen, France. Held on November 7th 2013;

Pavlovska-Daneva A., Sumanovska-Spasovska I., Davitkovska E., Gocevski D., “Standardizing Administrative Procedure”, Iustinianus Primus Law Review, No.09, Vol.V, Summer 2014, <http://www.law-review.mk/main.asp?lang=eng&izdanie=09>

Davitkovski B., Pavlovska Daneva A., Sumanovska Spasovska I., Gocevski D., “Codified European Administrative Procedure – Utopia or Reality”, *European Law,* No. 1/2014, Year 3, Vol. 4, August 2014. pp. 7-16;

Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D. “Mobbing in the Public Sector”, Paper Almanac from the International Scientific Conference “Relations Between European and Regional Law” Faculty of Law, East Sarajevo University, Pale 25.10.2014, pp. 223-237;

“Mobbing as a legal instrument to “bypass” partization and politization in the public sector”, Davitkovski B., Davitkovska E., Gocevski D., Published papers from the Scientific conference “50 th anniversary of the St. Cyril and St. Methodius University in Veliko Tarnovo”, 10th of May 2014. pp. 11-19;

Gocevski D., “Effectiveness of Administrative Organizations”, New Perspecives of South East European Public Law, South East European Post-Doctoral Colloquium in Public Law – Proceedings, Published by SEELS, German Cooperation, GIZ, 2014, pp. 109-118;

Gocevski D., “Public Services in the Republic of Macedonia”, Annuaire De la Faculte De Droit “Iustinianus Primus” De Skopje. Vol. 51, 2014 ISSN 0583-5062, pp. 77-98;

Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D. “Reform Fatigue”, Political Thought *Reform of Public Administration and Local Self Government*, Year 12,No. 48, December, Skopje 2014, pp. 21-36;

Davitkovski B., Gocevski D., “Harmonizing Secondary Legislation on Internal Systematizations in the Public Sector According to the New Legislation on Civil Service (Case of Higher Education)., “PRAVNIK” No. 275, March 2015, pp. 46-50;

Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D. “New Civil Service System in the Republic of Macedonia vs The Civil Service System in the Republic of Croatia”, V. Zagrebacko-Skopski Pravni Kolokvij, Annuary, Faculty of Law University of Zagreb, June 11-12, Zagreb 2015, pp. 347-364;

Davitkovski B., Pavlovska Daneva A., Davitkovska E., Gocevski D. “*Affirmative Employment Measures in the Administration of the Republic of Macedonia and Protection Against Discrimination*” in The Legal System and Protection Against Discrimination, Collection of Papers, Second Volume, Faculty of Law, University of Pristina, Kosovska Mitrovica, 2015, pp. 287-318;

Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D. “*Adequate and Righteous Representation As a Founding Principle of Employment in the Administration of the Republic of Macedonia*”, Adapting Legal Regulations to Current Trends in the Region, Ed., Bejatović M.,Faculty of Law for Business and Justice, University Business Academy Novi Sad, 2015, pp. 498-513;

Davitkovski B., Pavlovska Daneva A., Davitkovska E., Gocevski D. “*Specific Employment Principles in Public Administration in the Republic of Macedonia*” u Labor and Social Law - Journal for Theory and Practice of Labor and Social Law, No. 1/2015, pp. 29-64;

Davitkovski B., Pavlovska Daneva A., Davitkovska E., Gocevski D. “Novelties in the New Law on Misdemeanors” Business Law, Year. XVI, No. 33, Skopje, 2015, pp. 83-110;

Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D. “Religious Tolerance Cooperation and State Authorities”, Journal in Tribute of Prof. Dr. Lazar Kitanovski, Skopje, 2015, pp. 25-36 ;

Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D. "Public Administration and its Role in Constituting Institutions in the Republic of Macedonia", in *Annuary of the Iustinianus Primus Faculty of Law in Tribute to Prof. Slavko Milosavlevski*. Iustinianus Primus Faculty of Law, 2015, pp. 15-27;

Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D. “Adequate and Righteous Representation As a Founding Principle of Employment in the Administration of the Republic of Macedonia”, Published Proceedings from the Conference “Adapting Legal Regulations to Current Trends in the Region” ed. Bejatovic M., University Business Academy Faculty of law for Business and Justice” Novi Sad, 2015, pp.489-514;

Davitkovski B., Pavlovska-Daneva A., Davitkovska E., Gocevski D. “Adequate and Righteous Representation as a Founding Principle of Employment in the Administration of the Republic of Macedonia”, Collection of Papers “Twenty Years of the Dayton Peace Agreement”, University of East Sarajevo Faculty of Law, East Sarajevo, 2017. pp. 211-231;

Gocevski D., Nikolov M. “Evaluating Organizational Effectiveness” *CEA Journal of Economics*, CEA, Vol. 12(2), Skopje, Macedonia, December 2017, pp. 27-42;

Gocevski D., Ilievska F., “Public Interest in Macedonia” *Political Thought* Institute for Democracy Societas Civilis, Konrad Adenauer Stiftung, Year 15, NO 54, Skopje, December 2017, pp. 5-24; <http://www.kas.de/wf/doc/kas_51739-1522-2-30.pdf?180306142923>

Gocevski D., Maleska Sachmaroska N., “Public Sector in Macedonia – Relationship of Employees in the Macedonian Public Sector with the Public Sector in the Countries of the EU and the Countries of the Western Balkans”, *Public Administration and Public Policy*, ISSN 2406-2529, UDK 35, Institute for Political Studies, Belgrade, pp.5-18;

Gocevski D., *“Voter’ Tendecies Towards Clientelism in the Republic of Macedonia”* Yearbook of the Faculty of Law in East Sarajevo, Journal of Legal and Social Sciences, Vol.8. No.1/2017. East Sarajevo 2017 pp.1-18;

Markovic N., Gocevski D. “*Observational Analysis of Popular Conception of Clientelism in Macedonia*”, Political Thought Year 16, NO 56, IDSCS: Konrad Adenauer Stiftung, December Skopje 2018, pp. 23-39; <https://www.kas.de/documents/281657/281706/Political+Thought+56.pdf/4ddddd5a-48cb-2a18-15c7-5b56800a7d35?version=1.0&t=1558964342716>

Gocevski D., Velkovska I., “*Effects of State-Owned Enterprise Model on Organizational Productiveness in Macedonia*”, CEA Journal of Economics, Volume 14, Issue 1, Skopje, Macedonia June 2019, p.23-34 <https://journal.cea.org.mk/index.php/ceajournal/issue/view/ISSN%201857-5269/pdf_22> ;

Maletic A. I., Gocevski D.“*The Efficiency of the System of the Administrative Legal Protection in the Republic of Macedonia*” Collection of papers “Law and Values”, East Sarajevo 2019, pp.187-205;

## **Seminars and Conferences**

Presenter with paper at the 27th NISPAcee Annual Conference, organized under the auspices of the Faculty of Sciences, King Charles University, Prague, Czech Republic, May 24-26 2019. Main conference theme: “From Policy Design to Policy Practice”. Presented co-authored paper titled: *Efficiency of the Second Instance Administrative Comissions and the Administrative Courts in the Republic of North Macedonia*, at WG3: Public Administration Reform in CEE and CA, session 2: From Policy Design to Policy Practice, Lessons (to be) Learnt (1), room LR 3rd floor. <https://www.nispa.org/files/conferences/2019/e-proceedings/system_files/papers/efficiency-of-the-second-gocevski.pdf>

Presenter at the annual international scientific conference of the Iustinianus Primus Faculty of Law in Skopje, organized in honor of 25 years of the establishment of the political science studies: ‘Law, Justice and Politics in the Contemporary Democratic Context’, with a paper ‘Causes for Civil Service Legal Framework Amendment in the Republic of Macedonia – Case Study’, organized in coordination with the Macedonian Political Science Association, co-organized by TEPSA-Trans European Policy Studies Association, with the support of Europe for Citizens Programme of the European Union. 10.12.2018,

Participant in expert debate: “Public Administration Reform: Citizens First?”, Discussion at the Panel Discussion in PAR priority areas: Strategic framework, public service and human resource management, public financial management, organized by WeBER project, financed by the European Union and the Kingdom of Netherlands, Public Room, Skopje 27.11.2018;

Presenter with paper: “Efficiency of the Administrative Legal Protection System in the Republic of Macedonia” coauthored: Akimovska Maletic I., Gocevski D., at international scientific conference “Law and Values”, Faculty of Law University of East Sarajevo Pale, 26.10.2018;

Presenter on the topic “Structure of Managing Bodies in Public Institutions and Types of Elected and Appointed Officials” at the Conference: „Promotion of Findings – Elected and Appointed Officials – Compiled Data: Role, Function and Outflow of Funds for Elected and Appointed Officials”, within the project “Monitoring Administrative Justice”, organized by the Center for Change Management, funded by UK Government, Restaurant – Vodenica Mulino, Skopje 10.5.2018;

Participant in a Focus Group Meeting on the “Comparative Study on Service Delivery (17072)” in Skopje, Macedonia, ReSPA, financed by EU, House of State Bodies of Administration, 27.03.2018;

Panelist at the public administration reform in the Republic of Macedonia progress assessment “Public Administration Reform Challenges“, SIGMA, OECD, EU, Principally financed by the EU, 21.03.2018, H. Marriot, Skopje, Panel “Civil Service: The Challenges of Professionalization”;

Participant with presentation “Type, Volume and Efficiency of the Administrative Legal Assistance – Administration Standpoint. Key Findings”. Professional Debate: “Efficiency of the Administrative Protection and Assistance of Citizens” within the Project “Monitoring Administrative Justice” organized by the Center for Change Management. 19.12.2017, H. Aleksandar Palace, Hall 1. Skopje.

Participant with a paper: “Tendencies for Clientelism in the Republic of Macedonia”, presented at the Annual Scientific Conference of the Macedonian Association of Political Scientists and Faculty of Security in Skopje, “Democratic and Anti-Democratic Trends – Political and Security Challenges in Democracy Within and Beyond Institutions in the Region and in the Republic of Macedonia”. Held at the Faculty for Security – UCLO, Skopje, 14.12.2017;

Speaker with a paper „Statelessness in Macedonia, Social Exclusion as a Contributory Factor for Statelessness“, panel ST II: Social and economic aspects of migration and integration: public policies and urban governance for integration, development and poverty alleviation, organized by IIAS – 2017 Congress. Aix-En-Provence, France, 29.5.2017-2.6.2017;

Presenter at a National Conference “Efficiency of the State and public Administration, Employments in State and Public Services”. Presenting a report on “How large and what kind of public sector do we have, Analysis of the Characteristics of the public sector in the Republic of Macedonia” within the framework of the project “Monitoring Administrative Justice”, organized by Center for Change Management, Hotel Alexandar Palace, Skopje, 29.3.2017;

Participant at National Scientific Conference “Security Challenges and the Geopolitical Situation in Europe and the Region between BREXIT and the Refugee Crisis”, with a paper “*Modern Apatrids*”, Organized by the Association for Political Scientists Skopje, At FON University Skopje 19-20.12.2016;

Participant with expose: “Separating State From Party”, Organized by MOST Association of Citizens, 8.11.2016, Hotel Alexandar Palace, Skopje;

Presenter with expose and a paper: “The Law on Administrative Servants and the Law on Employees in the Public Sector One Year After (exchange of experiences and case practice analysis)”, First PRAVOMATIK conference, organized by Pravomatika, Hotel “Kontinental” Crystal Hall, 14-15.3.2016, Skopje;

Participant with a paper: “Adequate and Righteous Representation As a Founding Principle of Employment in the Administration of the Republic of Macedonia”, XII Traditional Scientific Conference “Adapting Legal Regulations to Current Trends in the Region”, ., University Business Academy Faculty of law for Business and Justice” Novi Sad, Serbia, 24.-26.9.2015;

Referee with a paper: “*Specific Employment Principles in Public Administration in the Republic of Macedonia*”, XVIII annual vocational council “Labor Legislation Today and Possible Changes”. Association for Labor and Social Insurance of Serbia and NIP Educational Informer. Congress Centre “Romanija”, Institution student resort “Ratko Mitrović” - Zlatibor, 7-10 October 2015;

Participant with a paper: 73rd meeting of the Association of Lawyers of Macedonia, on the topic: Labor relation, trade law, tort procedure, misdemeanors, tax law and customs, Paper presented: „*Novelties in the Law on Misdemeanors*“.15-17.10.2015, H. Metropol, Ohrid;

Participant at the international scientific conference “Legal System and Protection from Discrimination”, with the paper: „*Affirmative Employment Measures in Public Administration and Protection from Discrimination in the Republic of Macedonia* “ , Faculty of Law University of Prishtina, with a temporary seat in Kosovo Mitrovica, 26.6.2015;

Participant with paper: “New Civil Service System in the Republic of Macedonia vs The Civil Service System in the Republic of Croatia”, V. Zagrebacko-Skopski Pravni Kolokvij, Annuary, Faculty of Law University of Zagreb, June 11-12, Zagreb 2015;

Participant with a paper: “Mobbing in the Public Sector”, International Scientific Conference “Relations Between European and Regional Law” Faculty of Law, East Sarajevo University, Pale 25.10.2014;

Participant with a paper: “Effectiveness of Administrative Organizations”, Post-Doc Colloquium in Public Law and GIZ Open Regional Fund for South East Europe -Legal Reform, Faculty of Law in Tirana on 10th and 11th of April 2014;

Participant with a paper “Institutional framework for public services in the Republic of Macedonia”, Gocevski D., International Scientific Simposium in Administrative Law, organized by Iustinianus Primus Faculty of Law at the Ss Cyril and Methodius University and the Faculty of Law at the University in Kaen, France. Held on November 7th 2013;

Participant with a paper: “Утицај ЕУ интеграција на самостојност – зависност домаће легислативе (посебан осврт на управно право)“ International Scientific Conference „ВЛАДАВИНА ПРАВА И ПРАВНА ДРЖАВА У РЕГИОНУ“ Faculty of Law, University of East Sarajevo-Pale October 26th 2013;

Participant with a paper: “E3 (efficiency, economics, effectiveness)”. Fourth Skopje-Zagreb legal colloquium. Organized by the Iustinianus Primus Faculty of Law in Skopje and the Faculty of Law in Zagreb, September 6-8th, 2013, Congress Center Ohrid, Macedoniа;

Presenter as Local Expert on a Public Debate in the Committee for Political System and Relations with Communities in the Assembly of the Republic of Macedonia, on topic: Draft Law on Misdemeanors, Boris Trajkovski Hall, 20.9.2013;

Participant with a paper: „Public Administration Basis for reform/non-reforming in the Republic of Macedonia“, First national conference with international participation, organized by Belgrade Business School Higher Education Institution For Applied Studies, Zlatibor, Srbija, 23-25 May 2013;

Participant with a paper: “Reform Fatigue, How Public Administration Reforms Hinder Social Changes“, International Scientific Conference: “Lost in transition – citizens‘ engagement with transitional changes in Western Balkan societies”, Centre for Empirical Cultural Studies of South – East Europe (Srbia), Institute for Democracy“ Societas Civillis “Skopje (Macedonia), Social Research Kosova (Kosovo) and Centre for Social Science of the Iustinianus Primus Faculty of Law, Ss Cyril and Methodius University, Skopje, 6-7 July 2013;

Participant with paper: “Frequent legal ammendments, preconditions for succes/failor of public administration reforms”,21st NISPAcee Annual Conference, Regionalisation and Inter-Regional Cooperation, IV workging group on Public Administration Reform (presented 17th May) Faculty of Organizational Sciences University of Belgrade, Belgrade, Serbia, May 16-18, 2013;

Participant with paper: “Legal status and role of the commission for relations between confessional groups in the republic of macedonia”, International Scientific Conference “1700 years of the Milan Edict”, Faculty of Law Nish, 17-18th May 2013;

Participant with paper: Scientific conference “50 th anniversary of the St. Cyril and St. Methodius University in Veliko Turnovo”, 10th of May 2013;

Participant with paper: “Legal status and role of a governmentAgency in promoting religious tolerance and colaboration”; III World Conference on Dialogue between civilizations Freedom and Dignity – Fundamental Values in Inter-Human, Inter-Religious and Inter-Cultural Relations(10-12 May 2013 – Holliday In, Skopje, Republic of Macedonia);

Participant with paper: “Evaluating Organizaitional Effectiveness (http://ipsa2013.iju.hr/papers/search.html)”, IPSA RC 32 Dubrovnik Conference “Europeanization of public administration and policy: sharing values, norms and practices, Panel 6: Public administration under pressure: the effects of financial crisis on public sector / saturday 6 april 2013 (14.30-16.15) organized by International Political Science Association – Republic of Croatia, CSAA Dubrovnik, 4-7 april 2013;

Participаnt: “Political Analysis and Emerging Scenarios Initiative”, Presentation of Expert papers and discussion on Questionnaire for elite/leaders round. Organized by UNDP-Skopje. 27 March, 2013, Faculty of Law “Iustinianus Primus” Skopje;

Participаnt with a paper: XI annual councel, of the Criminal Law and Criminology Association of Macedonia, on the topic: “Law on Misdemeanors in the Republic of Macedonia in Practice”, title of paper: “Redefining the Misdemeanor – Need or Necessity, 18.12.2012, Macedonia’ Academy of Sciences and Arts, Skopje;

Speaker at the international Conference:Davitkovski B., Davitkovska E., Gocevski D, Participation at the XXV annual meeting of association of lawyers of Serbija “Civil Servant Status According to Contemporary Legislation in Macedonia”, Kopaonik 13-17 Decembar 2012, Kopaonik Srbija;

# Speaker with paper at scientific conference, paper: “Relations Between Administrative (Public) Law And Civil (Private) Law Vs. Civil Law Code”, Davitkovski B., Gocevski D., Davitkovska E., Topic of Conference “Harmonization of Civil Law in the Region” University of Sarajevo, Faculty of Law located in Eastern Sarajevo-Pale, 26-27 October 2012;

Speaker with paper in co-authoring Davitkovski B., Davitkovska E., Gocevski D., “Development of e-government in the Republic of Macedonia 2009-2012”, Associations of Lawyers of the Republic of Srpska, IX counselling October days of Law on the topic “Development and Functioning of the Legal System”, Faculty of Law in Banja Luka, Banja Luka, 12-13 October 2012;

Speaker with paper: “Aspects of Government Organizations Effectiveness” International Scientific Conference “Legal Norms in Time and Space”, Faculty of Law in Pristina (With a temporary HQ in Mitrovica), KosovskaMitrovica, 21 June 2012;

Speaker at the international Conference:Davitkovski B., Gocevski D, Učešće na XXIV susret kopaoničke škole prirodnog prava, sa radom “Legal Mechanisms for Protection / Non Protection Against Mobbing in the Public Sector in Macedonia”, Kopaonik 13-17 Decembar 2011, Kopaonik Srbija;

Speaker with paper at Scientific conference, paper: “How Reform Dynamics Affect Reform Effectiveness in the Republic of Macedonia”, Davitkovski B., Gocevski D., Davitkovska E., Topic of Conference “Legal Systems Principles and Values-Normative and Practice” University of Sarajevo, Faculty of Law located in Eastern Sarajevo-Pale, 28-29 October 2011,

Participant at International Scientific Conference: “Contemporary Administrative Law, Trends Innovation, Reform”, Organized by the Iustinianus Primus Faculty of Law in Skopje, Congress Center Ohrid 24-26 June 2011;

Speaker at the International Scientific Conference: “Environmental Protection, case study in Macedonia”, Organized by the European Public Law Organization (EPLO), at Iustinianus Primus Faculty of Law in Skopje, 9th June 2011;

Participant at International Scientific Conference: “State and Democracy in the Process of Europeanization of Serbia”, Panel 5 – Regional Cooperation and Relations, with topic: Bilateral Relations between Macedonia and Serbia. Organized by Faculty of Political Sciences and UPNS, Belgrade, 27-29 May 2011;

Participant with a paper: “Redefining the Misdemeanour – Need or Necessity”, 64th Lawyers Meeting, Ohrid – Hotel Metropol, 19-21st May 2011;

Participant with a paper: “Administrative Infractions as a Legal Ground for (quasi) Environmental Protection”, International Scientific Conference “Ecology and Law”,Faculty of Law University of Nis, 18 May 2011;

Participant at academic conference: “European Balkan or Balkan Europe”, Organized by Macedonian Forum of Political Scientists, Ohrid, Hotel Desaret, 24-27 March 2011;

Speaker at IPA 2008 Civil Society Facility "Network For Health and Safety at Work", organized by the Association Mobbing - Croatia, Hotel Metalurg, Hertzeg Novi, Monte Negro 1.6 - 4.6.2010;

Speaker at international workshop "Teaching Law and Health: Courses on Law, Human Rights and Patient Care", Organized by Foundation Open Society Institute Macedonia, Skopje, Holliday Inn (May 18-21, 2010);

“Regional Research Promotion Program”, Faculty of Law “Iustinianus Primus”, Skopje, Macedonia, organized by the Foundation Open Society Institute Macedonia (November 6-7, 2008).

“Education and Reconciliation: key stages on the path to EU membership” Faculty of Law – University of Zagreb, Croatia, organized by European Commission (May 07, 2007);

“International Winter University Macedonia” Skopje, Republic of Macedonia, organized by the Academic Training Association (January 17-27, 2005);

“Pilot Program for Youth Leaders” Skopje, Republic of Macedonia, organized by the Macedonian Forum of Political Science (December 14-17, 2004);

“Annual Balkan Youth Forum, building a better future today” Trogir, Republic of Croatia, organized by the Balkan Children and Youth Foundation (2004);

“How can Youth NGOs work with Public and Business Sector?” seminar in Struga, Republic of Macedonia, organized by Balkan Children & Youth Foundation (2004);

“Shaping the Future of Europe” seminar in Struga, Republic of Macedonia, organized by Konrad Adenauer Stiftung (2004);

"Minorities in democracy” conference in Tetovo, Republic of Macedonia, organized by Konrad Adenauer Stiftung (2003);

## **Computer skills**

**Operating platforms:** win 9x, ME, 2000, XP, GNU/Linux

**Applicative software:**  Microsoft Office (advanced), “Adobe Studio” Photoshop, InDesign, Ilustrator, Image Ready (advanced);

### Other

Valid driving license, (B) ,(10 years).